

STATE OF NEW HAMPSHIRE
OFFICE OF THE ADJUTANT GENERAL
STATE MILITARY RESERVATION
CONCORD, NEW HAMPSHIRE

NHAG-HR

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NEW HAMPSHIRE NATIONAL GUARD
TECHNICIAN PERSONNEL REGULATION
NUMBER 532

ENVIRONMENTAL DIFFERENTIAL PAY PLAN

1. REFERENCES:

- a. FPM Supplement 532-1, Subchapter 8.
- b. TPM 532-8.

2. PURPOSE: The purpose of this regulation is to establish a plan to insure that decisions concerning Environmental Differential Pay (EDP) are made in a timely manner and applied equally to all wage grade technicians in identical work situations.

3. POLICY: At least annually, an EDP Committee will be established to review existing approved situations to determine whether or not the situations still exist which originally warranted payment of EDP. As new situations or categories are added or deleted to Appendix J, FPM Supplement 532-1, the Committee will be established to make timely determinations on their applicability to local work situations. The Committee will consist of management officials from both the Army and Air National Guard, which include, labor organization representatives, safety officer(s), Bioenvironmental Engineering, ANG Logistics Group Director, ANG Support Group Director, ARNG Director of Logistics, ARNG Surface Maintenance Officer, and HRO representatives. Directors are encouraged to invite supervisory individuals under their control to committee meetings. Work situations currently approved for payment of EDP at the present time are included in attachments 1 – 7 to this regulation. Any change in work situations, which should be added or deleted, will be brought to the attention of the HRO.

4. GENERAL:

- a. Environmental differentials are paid for those work situations in which the technician is exposed to a potential hazard which has a real probability of occurrence and for which no adequate precautions are possible to minimize or practically eliminate the physical damage or injury to the worker should the potential of the situation actually happen. Differential for discomfort must involve actual and severe discomfort.

- b. Environmental situations do not qualify for differential compensation simply on the basis that an element of hazard or discomfort has been identified in a work situation. The hazard must involve a real, probable threat with no effective measures available to protect the technician from injury.

- c. When a potential hazard or discomfort is identified in a work assignment, first consideration must be given to the protection of the technician. Protective measures, which reduce the hazard to the technician and/or tend to relieve his/her discomfort, must be made available and application of these measures enforced. The payment of an environmental differential is a measure, which admits that no available means can practically eliminate the hazard or reduce discomfort to reasonably tolerable levels.

Supersedes NHNG TPR 532 dated 1 June 1993.

5. PAYMENT FOR DIFFERENTIAL:

a. The amount of the environmental differential which is payable is determined by multiplying the percentage rate authorized for the described exposure by step 2 of grade WG-10 on the current regular non-supervisory wage schedule for the area, counting one-half cent and over as a full cent. The resulting cents-an-hour amount is paid uniformly to each wage employee in the area who qualifies for the authorized environmental differential, regardless of the grade level of the wage employee or the Federal Wage System wage schedule on which the employee is paid.

b. When an employee is entitled to an environmental differential, which is paid on an actual exposure basis, the employee shall be paid a minimum of one hour's differential pay for the exposure. For exposure beyond one hour, the employee shall be paid in increments of one-quarter hour for each 15 minutes and portion thereof in excess of 15 minutes.

c. When an employee is exposed to a situation for which an environmental differential is authorized on the basis of hours in a pay status, the employee will be paid the differential the entire scheduled workday on which the employee is exposed to the situation.

6. PROCEDURES:

a. Supervisors must insure that the number of technicians exposed to a potential hazard or severe discomfort is limited to the absolute minimum necessary to accomplish the work assignment.

b. Supervisors for ANG will record environmental differential pay as demonstrated in Attachment #54, AFM 177-372 and paragraph 1-10 of that manual. Supervisors for ARNG or the alternate timekeeper will record the environmental differential pay IAW para 3-4f, NGB (AR) 37-105-1.

7. CERTIFYING OFFICIALS: Supervisors or certifying official of time and attendance cares are authorized to certify NGB Form 104:

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1. [Explosive and Incendiary Materials Low Degree Hazard](#)
2. [Hazardous Weather](#)
3. [Hot Work](#)
4. [Fibrous Glass Work](#)
5. [Work in Fuel Storage Tanks](#)
6. [High Work](#)
7. [Dirty Work](#)

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ATTACHMENT #1

ENVIRONMENTAL DIFFERENTIAL PAY

Situation No. 1

CATEGORY EXPOSURE: EXPLOSIVE AND INCENDIARY MATERIALS LOW DEGREE HAZARD

DIFFERENTIAL RATE: 4%

BASED ON: HOURS IN PAY STATUS

SITUATION:

Criteria includes working with all operations involving loading, unloading, storage and hauling of explosive and incendiary ordnance material other than small arms ammunition. The arming/disarming or the installation/removal of any squib, explosive device or component thereof connected to or part of a solid propulsion system when accidental or inadvertent operation of the system might occur.

DETERMINATION:

Personnel will be authorized payment of environmental differential pay when actually removing/installing squibs and/or explosive devices, and when physically handling individual flares.

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ATTACHMENT #2

ENVIRONMENTAL DIFFERENTIAL PAY
Situation No. 2

CATEGORY EXPOSURE: HAZARDOUS WEATHER

DIFFERENTIAL RATE: 25%

BASED ON: ACTUAL EXPOSURE

SITUATION:

Operations during sub-freezing weather accompanied by wind usually results in personnel working in extremely cold temperatures. This requires personnel to work in unsheltered areas during extreme weather conditions. Danger of frostbite is always possible, since some of the mechanical work cannot always be performed while wearing protective gloves. These functions must be completed regardless of temperature or wind conditions.

DETERMINATION:

Personnel may be compensated when directed to perform these tasks during adverse conditions in an isolated or remote area and normal safety precautions and protective clothing cannot be utilized as intended. Weather conditions are considered to be adverse when working outdoors with exposure to temperatures and/or wind velocity producing -17 degree Fahrenheit chill factor or greater according to AFP 48-151 for the ANG. Remote is defined to mean that there is no ready accessibility to heated buildings or shelters. Temperature will be based on the determination of the base weather observer. The NHARNG AASF using wind/temperature information obtained from their assets or from the Concord Airport will determine Concord area. The determination of temperatures in other areas, such as Berlin, Hillsboro, etc will be determined by accessing www.weather.com.

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ATTACHMENT #3

ENVIRONMENTAL DIFFERENTIAL PAY
Situation No. 3

CATEGORY EXPOSURE: HOT WORK

DIFFERENTIAL RATE: 4%

BASED ON: ACTUAL EXPOSURE

SITUATION:

Working in confined spaces such as areas that do not have cross ventilation; e.g., lower nose compartment and stab trim access compartment wherein the employee is subjected to temperatures in excess of 110 degrees Fahrenheit.

DETERMINATION:

Personnel may be compensated when they are assigned to work in confined spaces wherein the employee is subjected to temperatures in excess of 110 degrees Fahrenheit where such exposure is not practically eliminated by the mechanical equipment or protective devices being used.

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ATTACHMENT #4

ENVIRONMENTAL DIFFERENTIAL PAY
Situation No. 4

CATEGORY EXPOSURE: FIBROUS GLASS WORK

DIFFERENTIAL RATE: 6%

BASED ON: ACTUAL EXPOSURE

SITUATION:

Working with or in close proximity to fibrous glass material, which results in exposure of the skin, eyes or respiratory system to irritating fibrous glass particles, or slivers where exposure is not practically eliminated by the mechanical equipment or protective devices being used. The flight control surfaces of KC-135 aircraft are manufactured from bonded fiberglass honeycomb. They require repairs that involve the above listed risks.

DETERMINATION:

Personnel may be compensated when directed to perform these tasks and mechanical equipment or protective devices are not available.

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ATTACHMENT #5

ENVIRONMENTAL DIFFERENTIAL PAY
Situation No. 5

CATEGORY EXPOSURE: WORK IN FUEL STORAGE TANKS

DIFFERENTIAL RATE: 8%

BASED ON: HOURS IN PAY STATUS

SITUATION:

The fuel system of an aircraft and base fuel distribution systems consist of numerous individual or coupled fuel tanks/cells. Normal stresses and wear cause leaks that must be repaired for operational safety. Fuel tank/cell repairs require defueling, depuddling and purging procedures to remove fuel and vapors from tanks/cells. Personnel must wear both special clothing and breathing apparatus to enter tanks/cells to accomplish these tasks.

DETERMINATION:

When technicians work under conditions requiring a breathing apparatus/protective clothing because all or part of the breathing air in the fuel tank/cell has been displaced by toxic vapors beyond safe measures and failure of the breathing apparatus would result in serious injury or death within the time limit required to leave the fuel cell, EDP would be appropriate. When there is ready access to oxygen and no danger of serious injury or death, EDP would not be appropriate.

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ATTACHMENT #6

ENVIRONMENTAL DIFFERENTIAL PAY
Situation No. 6

CATEGORY EXPOSURE: HIGH WORK

DIFFERENTIAL RATE: 25%

BASED ON: ACTUAL EXPOSURE

SITUATION:

While performing antenna maintenance repair, personnel must climb antenna towers. Tower height is in excess of 30 feet. Footing is unsure and the structures are unstable. Maintenance personnel must use their hands for such activities as stringing, lowering or tightening antennas, thus using safety belts as their only means of safety.

DETERMINATION:

Personnel will be compensated when directed to perform these tasks.

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ATTACHMENT #7

ENVIRONMENTAL DIFFERENTIAL PAY
Situation No. 7

CATEGORY EXPOSURE: DIRTY WORK

DIFFERENTIAL RATE: 4%

BASED ON: ACTUAL EXPOSURE

SITUATION:

The criteria is performing spray paint operations with Chemical Agent Reflective Coating Paint (CARC) or polyurethane paint containing isocyanates. When performing this operation, individual is required to wear an air fed respirator and total body protection (suit and gloves).

DETERMINATION:

Personnel will be authorized payment of environmental differential pay when actually wearing the full protective gear and performing spray operations. When mechanical means of eliminating the hazard are not available.